

## THE MONTREAL FACT '75-'79



Since the YMCA adopted its linguistic policy on September 15, 1975, various changes have taken place within the Association. Four years of organizing and setting up different programs have changed the YMCA's image. In seeking to better serve the Montreal community, the Association has set up the means to act effectively and according to needs of the various sectors of our city.

The linguistic policy objectives were clear. The Association was to reflect each of Montreal's two main cultures by redefining its social mission and its programs; the Association was to reflect Montreal's two main languages in the running of both its public and internal affairs.

A strategy concerning staff, boards and committees, planning, and public relation was thus established. Four years have gone by since that 15th of September 1975, and a second stage is about to begin. To better define the new challenges of the 80's, we have to look back and determine what has been accomplished so far and what has yet to be done.

- STAFF

As far as staff is concerned, the energy spent over the past four years has brought about concrete results. Table D clearly shows the sustained effort where full and part-time employees, as well as volunteers, are concerned.

a) The ability to work in both languages, or at least an open attitude towards bilingualism, has played an important role in hiring new employees.

b) A language training program for staff has increased the level of bilingualism among employees. This program, worked out by experienced teachers, is in its final year. The results were excellent.

c) All publications directed to Association staff and volunteers must be in both languages. Linguistic Services has set up a translation service. Various glossaries covering the YMCA's areas of endeavour are now available to employees; terminology cards are kept up to date; each branch has a translation representative with the translation service; the service keeps in touch with the Office de la langue française, Radio-Canada, the University of Montreal, etc.; French copy-writing is all revised by Linguistic Services.

d) Staff and program evaluations are carried out in the working language of each unit or branch.

## - VOLUNTEERS

Volunteers play a vital role within the Association, in fact, they are the very basis for all activities. Volunteers can carry out five different functions:

- 1- as a member of a Board of Directors
- 2- as a member of a program committee
- 3- as someone giving of his time and energy to keep programs under the official "umbrella" of the YMCA running smoothly.
- 4- as someone working on a campaign or participating in special fund-raising activities.
- 5- as someone taking part in specific projects not under the official "umbrella" of the YMCA, but which the YMCA helps run.

## - BOARDS AND COMMITTEES

The Montreal Fact has been acknowledged by the different boards and committees. The Association has encouraged recruiting representatives who best reflect the linguistic make-up of the area they serve.

Tables 1 & 3 show this linguistic representation. We can see on these same tables the percentage of meetings being held in both languages. What a tangible impact!

Table 2 shows the communities to be served. They have sustained a joint effort with the YMCA, and the Montreal mosaic is beginning to take on YMCA colours.

The 80's show promise.



In 75, the Association gave priority to developing units representing the cultural realities and linguistic make-up of the Montreal milieu.

Various projects have taken shape, where the effort is also sustained. The South Shore Branch is working in a mainly French-speaking environment. The International Branch works in both languages and serves a community where other ethnic groups (37%) create a multi-faceted population: the branch truly answers the variety of needs. The St-Laurent Branch is a family community centre. Both languages are equally present in the community as well as in the programs. Though this branch is still young it is representative of its area at all levels. In the east end of Montreal, in the Hochelaga-Maisonneuve area, another branch of the YMCA offers its services. In the North-eastern area of Montreal, in Ville d'Anjou, negotiations are underway to involve the YMCA in the citizens' welfare.

The YMCA camps also strive to reflect their environment. Camp Otoreke, in Ste-Agathe, gives French-speaking low-income families the chance to spend pleasant holidays outdoors. Camp Weredale, on Lake l'Achigan, has a specific purpose: to be a French camp also able to receive English-speaking campers.

Agreements made between the Montreal and the Quebec City YMCA's have opened a new door for the Montreal YMCA and strengthened ties between the two Associations.

For each of these projects, the Montreal YMCA has created programs in keeping with each area's language. The Association is gradually being integrated into French-speaking areas, while still respecting its fundamental objectives.

- PUBLIC RELATIONS

The Association has taken the necessary steps to develop a program consistent with the objectives of its linguistic policy.

- a) All signs are in French and English, in accordance with appropriate government regulations.
- b) All pamphlets, forms, insignias and posters are in French and English.
- c) All public relations' printed material is in French and English.
- d) A public relations program has been developed to identify the Association to the French-speaking population.
- e) A program has been developed to inform governments of the Association's goals.

- The Public Relations service, with Linguistic Services, has drawn up a booklet explaining the Montreal YMCA entitled "Les années '80". It describes the Montreal YMCA, its history, social mission, aims, organization; raison d'être, desire for collaboration and integration, and future activities.

f) All reports to any level of the Quebec government are drawn up in French.

EFFECTS THE MONTREAL FACT HAS HAD ON PUBLIC RELATIONS WITH  
THE GOVERNMENTS AND PUBLIC & PRIVATE ORGANIZATIONS

One of the main consequences of putting the Montreal Fact into practice has been an increase in the number of contacts maintained with the various bodies of the provincial government. Over the last few months, the YMCA has gained the confidence and respect of several politicians and important civil servants due mainly to the increase in mediations held between the public sector and the Association's French-speaking or bilingual staff.



- PUBLIC RELATIONS (CONTINUED)

The YMCA has since been invited to:

- 1) Take part in a private meeting to evaluate the HCJLS financial assistance program. The other participants were the city of Montreal, Centraide and the Fédération des centres communautaires de loisirs.
- 2) Take part in planning the agenda for a conference organized by the Ministère des Communications entitled "L'Etat et les communautés culturelles" (The Government and the Cultural Communities).
- 3) Draw up recommendations concerning the future and the development of Education populaire programs set up by the Ministère de l'Education.
- 4) At the request of the Ministère de l'Immigration, call meetings to coordinate organizations helping Indochinese refugees.

Other mediations are imminent; through recent developments the YMCA will be working with the

Ministère des Affaires sociales, des Affaires municipales, de l'Environnement, etc.

The Montreal Fact has at the Metropolitan level paved the way for integrating the YMCA into the French-speaking environment. Several organizations dealing mainly with French-speaking people have called upon the YMCA's expertise in community development to start up their activities again. The take over of the Quebec City YMCA, the management contract negotiations with the MBGA and Project 80 all clearly prove how successful the Montreal Fact has been.

In conclusion, the impact of the Montreal Fact on our relations with the municipalities as well as with Quebec network of sports and socio-cultural organizations should be emphasized. The future importance of increased contacts with the municipal governments as well as with private organizations cannot be neglected. Although there is still much ground to be covered in this area, the dealings between the YMCA and Ville d'Anjou, and the City of Montreal forecast a promising future.

- COMMUNITY DEVELOPMENT

As a community development organization, the Montreal YMCA expects to work in all areas of the community. Consequently, community workers and related services must be willing to work with anyone or any group wanting to improve the welfare of the community. Since the Montreal Fact was adopted, the Association has been able to encourage both English and French-speaking citizens to participate in community development. The YMCA has become the common denominator for all citizens, allowing it to take on an active role within the community as a whole.

Community organizations and other groups are beginning to consider the YMCA more and more as one of the most representative of community organizations. Various public services concerned with social and community development credit the YMCA with exceptional development qualities.

There is still much to be done before the YMCA can affirm that it reflects all areas of the community; however, we are convinced that our work is effective and that we are moving along quickly in the right direction.

- THE MONTREAL FACT IN ACTION

A) This linguistic policy was approved by

The Executive Committee  
The Metropolitan Board  
The branch and unit boards  
The Metropolitan Committees  
The Staff Operations Management

B) All members of the Montreal YMCA were made aware of the Montreal Fact.

C) The Administration was responsible for planning and implementing the policy.

The 80's bring new challenges, and a second stage of the Montreal Fact is slowly taking shape.



1979

## STAFF

			Bilingual
Full-time (professional)	<u>French-speaking</u>	51	39
	<u>English-speaking</u>	56	52
Full-time (secretarial)	<u>French-speaking</u>	30	25
	<u>English-speaking</u>	33	24
Part-time	<u>French-speaking</u>	136	113
	<u>English-speaking</u>	304	180

## INFORMATION

- posters, notices:	- in both languages	62.5%
	- in English	12%
	- in French	25%
- office memos:	- in both languages	47.06%
	- in English	35.29%
	- in French	17.65%
- notices to members: publicity	- in both languages	83.3%
	- in English	-
	- in French	16.67%

## VOLUNTEERS

			Bilingual
1- Executive Committee	<u>French-speaking</u>	59	56
	<u>English-speaking</u>	107	65
	<u>other</u>	2	1
2- Programs Committees	<u>French-speaking</u>	92	78
	<u>English-speaking</u>	116	86
	<u>other</u>	3	3
3- General running of programs	<u>French-speaking</u>	80	80
	<u>English-speaking</u>	99	85
4- Special activities	<u>French-speaking</u>	158	158
	<u>English-speaking</u>	283	193
	<u>other</u>	1	1
5- Other	<u>French-speaking</u>	109	106
	<u>English-speaking</u>	250	152
	<u>other</u>	5	3

Meetings held in French	18.75%
Meetings held in English	37.5%
Meetings held in both languages	43.75%

1979

				HEAD OFFICE		DOWNTOWN		HOCHELAGA- MAISONNEUVE		INTERNATIONAL		N.D.G.		SOUTH-WEST		SOUTH-SHORE		ST-LAURENT		WEST-ISLAND		WESTMOUNT		OUTDOORS (OTOREKE)		KANAWANA		DOWNTOWN RESIDENCE	
		B		B		B		B		B		B		B		B		B		B		B		B		B		B	
STAFF	Full-time Professionals	F	6	6	8	8	*5 2	1 1	4	3	1	1			2	2	13	12	2	2			1	1			7	2	
		E	9	6	6	5			5	5	7	7			1	1	7	7	7	7	*1 4	1 4			1		8		
	Full-time Secretarial	F	5	4	8	8	4 1	2 1	2	2	1	1					7	5	1	1					1	1			
		E	8	2	8	8			2	1	5	5					2	2	2	1	4	3			1	1	1	1	
	Part-time	F			12	12	5		19	12	3	3	4	3	2	2	45	38	15	15	8	8	13	10	10	10			
		E			49 *3	25 3			13	10	44	31	6	5	*1 2	1 2	51	34	43	22	50	30			42	17			
*other																													
VOLUNTEERS (definitions: p.3)		1- Executive Committee	F	3	3	16	16	5	5	4	1	-	6	5	5	5	5	17	17	1	1	3	3						
			E	13	11	18	11	7	5	7 *2	6 1	16	-	7	7			6	6	8	6	13	9			12	4		
		2- Programs Committees	F			25	25			1	1	4	4			8	-	38	38	4	4			12	6				
			E			31	24			8	4	15	5			*3 3	3	44	44	15	7	3	2						
		3- General running of programs	F			12	12			1	1							67	67										
			E			38	25			2	2	2	1					55	55					2	2				
		4- Special Activities	F	45	45	20	20									20	20	30	30	35	35	8	8						
			E	45	45	34	24			1	1					5	5	30	30	120	55	47	32			*1 1	1		
		5- Other	F			22	22	6	3	1	1							70	70	10	10								
*other			E			153	60	1	1	*5 3	3 3	3	3					70	70	20	15								

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DOWNTOWN  
HOCHELAGA-  
MAISONNEUVE  
INTERNATIONAL  
N.D.G.  
SOUTH-WEST  
SOUTH-SHORE  
ST-LAURENT  
WEST-ISLAND  
WESTMOUNT  
OUTDOORS  
OTOREKE  
KAWAWANA

PROGRAMS

% OF PARTICIPANTS	French-speaking	29%	95%	30%	25%	50%	80%	50%	40%	.17%	99%	35%	
	English- speaking	71%		32%	73%	40%	20%	50%	50%	80%	1%	60%	
	Other		5%	38%	2%	10%			10%	3%		5%	
% OF PROGRAMS OFFERED	in French	40%	100%	30%		10%	100%	5%	10%		100%		
	in English	40%		20%	70%	10%		5%	45%	90%		100%	
	in both languages	20%		50%	30%	80%		90%	45%	10%			
% OF SURROUNDING POPULATION	French-speaking	55%	97%	43%	20%	Lasalle 55%	80%	50%	35%	15%	82%		
	English-speaking	23%	3%	20%	60%	30%	20%	50%	55%	74%	15%		
	Other	22%		37%	20%	15%			10%	11%	3%		

C



# MONTREAL YMCA

1975 to 1979

STAFF			1975	1977	1979		
Full-time	administration and programs	French-speaking	10	20	French origin	51	39
		bilingual	36	50	English origin	56	52
					TOTAL	107	91
	secretarial	French-speaking	17	20	French origin	30	25
		bilingual	36	46	English origin	33	24
					TOTAL	63	49
Part-time	administration and programs	bilingual	64	129/270	French origin	136	113
					English origin	304	180
					TOTAL	440	293

D

BOARDS AND COMMITTEES				(220)	VOLUNTEERS		
	members	French-speaking	56	78	French-speaking	498	478
		bilingual	75	111	English-speaking	855	581
					other	11	8
					TOTAL	1364	1067
	meetings held	in French		16%	18.75%		
		in English		50%	37.50%		
		in both languages		34%	43.75%		

MONTREAL YMCA

1975 to 1979

INFORMATION			1975	1977	1979
	posters-notices	in French	17%		25%
		in English	83%	25%	12.5%
		bilingual		75%	62.5%
	office memos, notices (among staff)	in French	5%		17.65%
		in English	97%	50%	35.29%
		bilingual		50%	47.06%
	notices to members, publicity	in French		8%	16.67%
		in English	100%	8%	-
		bilingual		84%	83.33%
PROGRAMS					
	% of participants	French-speaking	28.3%	35.6%	50%
		English-speaking			43.36%
		Other			6.64%
	% of programs offered	in French	30%		35.91%
		in English	70%	30%	37.27%
		in both languages		70%	26.82%

E